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To: "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>
Date: 10/23/2018 12:00:18 PM
Subject: Re: Just the facts

The probationary part is confusing. It would be better if we could ignore that aspect.

Ben C. Adams, Jr.

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On Oct 23, 2018, at 10:58 AM, William L. Gibbons (wgibbons) <wgibbons@memphis.edu> wrote:

Alex,

We want to be accurate in what we put out. (No fake news !). Are the following three paragraphs accurate:

From 2012 through 2017, The Memphis Police Department (MPD) suffered a net loss of officers every year, with the total net loss amounting to over 20 percent of officers. (In 2014 and 2015, not a single new officer was hired.) Losses occurred due a combination of retirements and resignations, with resignations outnumbering retirements in 2013, 2014, and 2015.

This year, the City of Memphis appears on the verge of having a net increase in MPD officers for the first time since 2011. At the end of 2017, MPD had 1959 officers on the payroll. As of October 15 of this year, the number stood at 2003 officers, with a total of 44 new recruits expected to graduate in December (six of whom are lateral hires from other law enforcement agencies). While some additional retirements and resignations will occur this year, MPD appears poised for over 2000 officers by the end of 2018.

In an unprecedented show of support for enhanced public safety, private sector entities stepped forward in 2017 and committed \$6.1 million in private funds to help the city recruit and retain more MPD officers. With the help of these funds, in 2017, 89 percent of eligible officers (those with 3 - 11 years of service) signed up for retention bonuses payable in installments over four years in return for a commitment to remain with MPD for at least that four-year period. As of October 15, 96 percent of those officers have remained with MPD and continue to be eligible for bonus payments.

[Note: I've tried to keep this as simple as possible - avoiding such words as "attrition" and not getting into the status of PSTs. (Just too much.) We do plan to attach your full report to the media release.

Finally, we have a proposed quote from you. Let me know if this works or any changes you want to make:

"We still have a way to go to reach our goal, but I'm encouraged by our progress," said City of Memphis Chief Human Resources Officer Alex Smith. "We extend our thanks to representatives of the private sector who are supporting our work. I don't think you can find another major city in America where private sector leaders have stepped forward to help make their city safer in such a direct, tangible way."

Thanks for everything, Alex.

Bill Gibbons

Executive Director
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